



# 2010 annual report



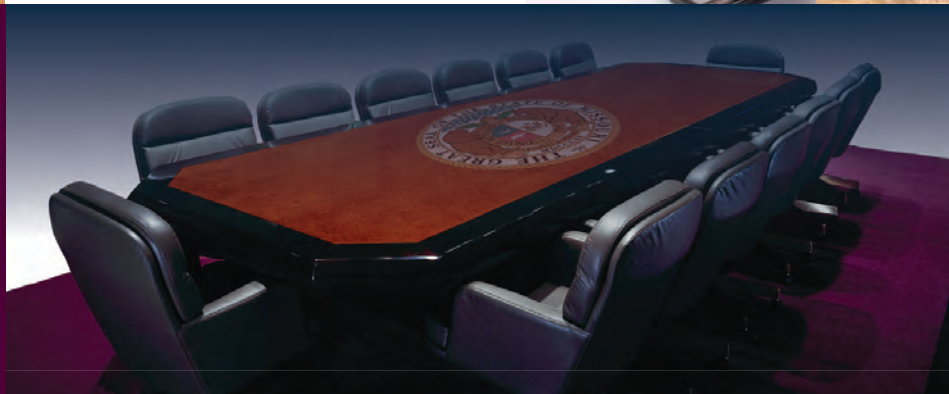
## Missouri Workforce Investment Board



Missouri Department of Economic Development  
**Division of Workforce Development**



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## Missouri Workforce Investment Board (MoWIB)

### Executive Director

Nia Ray, JD

### Policy Analyst/Planner III

Glenda D. Terrill, MWDP

### Board Members:

#### Chairman

Mike Deggendorf

#### Interim Vice Chairman

Keith Gary

#### Access Committee

Matt Aubuchon, Chair

#### Accountability Committee

Len Toenjes, Chair

#### Alignment Committee

John Gaal, Chair

#### Awareness Committee

J. Gil Kennon, Chair

#### Youth Sub-Committee

Martha Ellen Black, Chair

#### At-Large

Zelem Harris

Cheryl Thruston

Garland Barton

Neal Boyd

Fred Bronstein

Cara Canon

Curtis Chick

Don W. Cook

David Cramp

State Sen. Tom Dempsey, 23rd Dist.

Margaret Donnelly, DHSS

Wayne Feuerborn

Rick Gronniger

Byron Hill

Reggie Hoskins

David Kerr, DED

State Rep. Michelle Kratky, 65th Dist.

Ron Levy, DSS

George Lombardi, DOC

Chris Nicastro, DESE

Neil Nuttall

Jeanette Prenger

Larry Rebman, DOLIR

David Russell, DHE

LeRoy Stomberg Jr.

Joshua Tennison

Damion Trasada, Gov. Jay Nixon's Ofc.

Kelly Walters

Brenda Wrench

# ABOUT MoWIB

*The Missouri Workforce Investment Board (MoWIB), established through federal and state legislative action, is located within the Department of Economic Development / Division of Workforce Development. Formerly the Missouri Training and Employment Council (MTEC), MoWIB is the state's advisory board pertaining to workforce-preparation policy. The Board is staffed and supported by an Executive Director, Policy Planner, and Administrative Assistant.*

## MoWIB Composition

*The Missouri Workforce Investment Board is currently a 37-member board appointed by the Governor in accordance with the Workforce Investment Act of 1998 (WIA). MoWIB appointees are subject to the advice and consent of the Senate. As required by WIA, the Board's membership represents:*

- Private-sector Businesses
- Youth Organizations
- Community Colleges
- Missouri House of Representatives
- Governor's Office
- Labor Organizations
- Workforce-investment Providers
- Municipal Chief-elected Officials
- Missouri Senate
- State Agency Directors





# STATE WORKFORCE INVESTMENT BOARD DEVELOPING THE PLAN

*A majority of MoWIB's membership must represent private-sector businesses. The MoWIB Chair, appointed by the Governor, must also represent the business sector. Each member of the Board serves at the pleasure of the Governor for a term of four years, except otherwise provided by statute, or until a successor is duly appointed.*

## ***Governed by the federal Workforce Investment Act***

of 1998 (WIA), MoWIB is also accountable to the Missouri Revised Statutes Chapter 620, its organizational bylaws, and the MoWIB Strategic Plan.

***WIA is the federal provision*** that governs the nation's "one-stop" workforce system. It provides the organizational and budgetary framework for training programs as well as structure for management of the one-stop system. WIA supersedes the prior Job Training Partnership Act and amends the Wagner-Peyser Act. WIA divides the state into workforce regions to be managed by Local Workforce Investment Boards (LWIBs). Missouri has 14 workforce regions, each managed by an LWIB. The Act entrusts the overall workforce system policy formation to a State Workforce Investment Board (MoWIB, in Missouri) that also advises the Governor on various workforce issues requiring gubernatorial oversight.

***The Missouri Revised Statutes*** were brought into concordance with WIA in 2007, when the Missouri Legislature codified the Workforce Investment Act of 1998 through

Chapter 620 which charged the Board with improving the quality of Missouri's workforce while enhancing the state's productivity and competitiveness.

***The MoWIB Bylaws*** in current use were presented to the Board at the March 2008 quarterly meeting and approved at the October 2008 meeting. No changes were proposed by the Board this year.

***MoWIB Strategic Plan:*** MoWIB's Strategic Plan communicates the Board's vision to "provide leadership for workforce development in Missouri based on data-driven decision-making and system accountability." The Plan sets forth a mission to "provide policy guidance and leadership to advance an integrated, demand-driven workforce and economic-development system." Four areas of workforce improvement are targeted:

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- Alignment
- Accessibility
- Awareness
- Accountability

Each of these four areas of improvement has a designated sub-committee lead by a chairperson.



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# STATE WORKFORCE INVESTMENT BOARD

## MoWIB 2010 HIGHLIGHTS

### *New Board Appointments:*

The Missouri Workforce Investment Board welcomed 12 members to the Board this year. The 2009 appointees were withdrawn due to the expiration of the required period of legislative confirmation. The majority of those appointees were resubmitted and were subsequently reappointed and confirmed. The new members include:

**Fred Bronstein** — St. Louis Symphony Orchestra (St. Louis)  
**Cara Canon** — ProEnergy Services (Sedalia)  
**Curtis Chick** — Sheet Metal Workers Union, Local #36 (Jefferson City)  
**Don Cook, Sr.** — Capital International Communications (St. Louis)  
**David Cramp** — Presiding Commissioner, St. Francois County  
**Wayne Feuerborn** — HNTB Corporation (Kansas City)  
**Keith Gary** — Kansas City Area Life Sciences Institute (Pleasant Hill)  
**Reggie Hoskins** — Kraft Foods, Inc. (Springfield)  
**Byron Hill** — ABC Laboratories, Inc. (Columbia)  
**Jeannette Prenger** — ECCO Select (Parkville)  
**LeRoy Stromberg, Jr.** — Alberici Constructors, Inc. (St. Louis)  
**Joshua Tennison** — Independent Stave Company (Kirkwood)

increase the accessibility of the workforce system to businesses, job seekers and workforce partners:

- The Board will work with the Missouri Economic Research and Information Center (MERIC) to ensure that MoWIB remains abreast of current labor market trends including high growth occupations, industry growth by sector and workforce skill level. MERIC will update

MoWIB on these issues at each full board meeting and provide regional workforce information to local workforce investment boards (LWIBs).

- The Board will increase accessibility to training and education opportunities by remaining aware of emerging opportunities and supporting certificates, industry based credentials and post-secondary workforce

### *MoWIB Strategic Plan Development:*

The MoWIB Strategic Plan, which focuses on four areas—Access, Alignment, Accountability and Awareness—was a priority this year as MoWIB studied and defined each plan action, strategy and goal.

**Access:** The purpose of the “Access” goal is to “connect all Missourians with lifelong economic success.” The Access Committee, led by Matthew Aubuchon (The Boeing Company), developed several recommendations to

deliverers. The Department of Elementary and Secondary Education will be continuously engaged with regard to their efforts to create career pathways and career exploration.

- The Board will identify and provide recommendations to eliminate barriers to gaining economic success through the workforce system.

**Alignment:** The purpose of the “Alignment” goal is to “align complimentary measures of workforce development activities currently



distributed among partners in education, economic development, workforce development, community development and other partnerships". The Alignment committee, led by John Gaal (Carpenters District Council of Greater St. Louis), developed several recommendations toward the alignment of workforce measures among stakeholders:

- Review the strategic plans, visions and missions of the local workforce investment boards and state workforce partners to identify strengths, redundancies and barriers to alignment
- Survey Missouri businesses to identify and define the training needs of the business community and assess the effectiveness of existing training efforts
- Obtain information on industry training opportunities and partnerships throughout the state and promote customized education and training opportunities between the business community and workforce stakeholders.
- Actively support initiatives, such as Show-Me-Heroes, Missouri Re-Entry Program and other self-sufficiency programs, for special need populations.
- Identify and support current curricular alignment between state education agencies (DESE/DEHE), post-secondary deliverers and other training providers.

**Accountability:** The "Accountability" goal is to "support a system for accountability and continuous sustainable improvement that

focuses on quality, return-on-investment and transparency." The committee, chaired by Len Toenjies (Associated General Contractors of St. Louis), recommends:

- Developing a scorecard to measure workforce-system progress, to include a basic common list of services and measurables consistent for all LWIBs
- Supporting the identification and definition of indicators and set established benchmarks and management practices where needed and appropriate

**Awareness:** The "Awareness" actions and strategies are focused on enhancing community and business awareness of the state board and state workforce system. The committee, chaired by J. Gil Kennon (Mineral Area College) developed a communication plan which includes distribution of a quarterly e-news publication, distribution of the DWD Annual Report and workforce information relevant to local workforce boards. The committee also recommends that the board:

- Assist DWD with the implementation of a workforce-branding initiative promoting the public workforce system.
- Promote the value of certificates, industry-based credentials and post-secondary deliverers leading to employment.
- Support, promote and distribute the results of those efforts undertaken by the Access, Alignment and Accountability committees.





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## MoWIB—In the Know:

The Board staff prepared and published the first installment of the “MoWIB In the Know” quarterly e-newsletter in 2009 and published four quarterly editions in 2010. The newsletter includes workforce articles and announcements from those state agencies represented on MoWIB, as well as the local investment boards. The goal of the newsletter is to inform the Board, increase awareness of the activities within the workforce system and further connect the leadership within the workforce system.

## Approval of State Workforce Plan

and Division of Workforce Development Annual Report: MoWIB approved in May, 2010, the 2010 State Workforce Strategic Plan prepared by the Division of Workforce Development and submitted to the U.S. Department of Labor in June, 2010. MoWIB approved in September 2010 the 2010 Annual Workforce Report prepared by the Division of Workforce Development and submitted to the U.S.

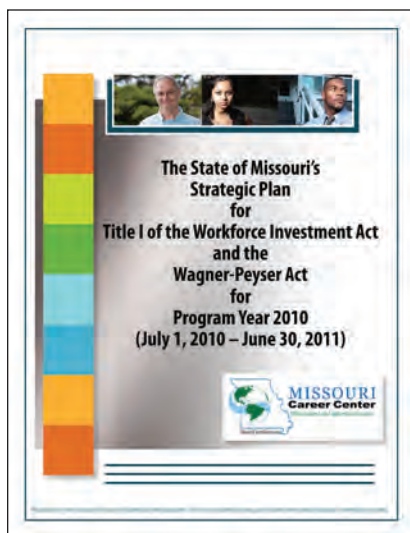


Department of Labor in October, 2010.

## 2011 Meeting Dates:

The full Missouri Workforce Investment Board is scheduled to meet in Jefferson City, Missouri on the following dates: April 1, July 8, and October 7, 2011. The MoWIB Executive

Committee meets approximately two weeks before the full board meeting to discuss the full board meeting agenda. Both Executive Committee and Full Board meeting dates are posted as required by Missouri law. MoWIB meeting minutes are taken and subsequently published on Missouri's state workforce website – [worksmart.ded.mo.gov](http://worksmart.ded.mo.gov).

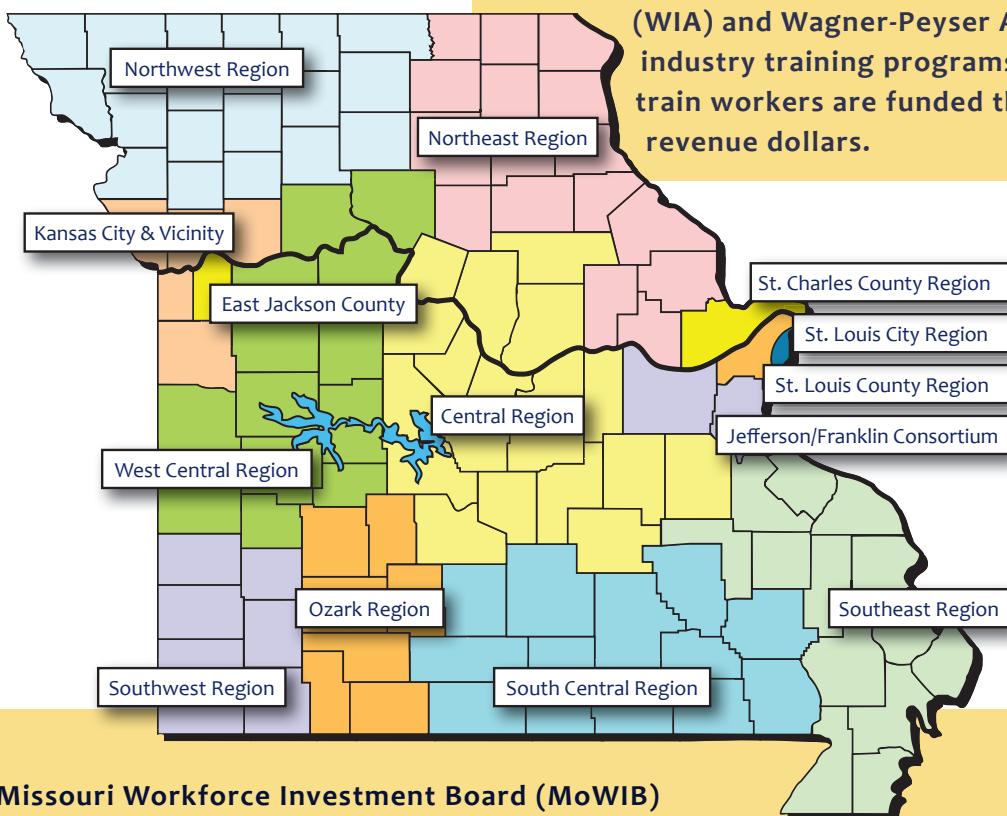


## Conclusion:

The Missouri Workforce Investment Board and staff respectfully submit this annual report in compliance with Missouri law. The MoWIB staff remains available to answer questions or provide additional information on these or any other MoWIB matters.



Missouri is subdivided into 14 local workforce regions, each governed by a Local Workforce Investment Board (LWIB). The LWIBs provide policy guidance and leadership to develop their regions' workforce programs. These services are funded primarily through two federal job training programs—the Workforce Investment Act (WIA) and Wagner-Peyser Act. In addition, industry training programs for businesses to train workers are funded through state general revenue dollars.



The Missouri Workforce Investment Board (MoWIB) sets workforce policy for Missouri's local workforce areas and strengthens ties among state workforce, education and economic-development agencies. MoWIB advises Missouri's workforce partners in implementing innovative strategies to ensure a prepared workforce for the new economy. Formerly the Missouri Training and Employment Council, MoWIB is currently a 37-member board, a majority of which represents high-level management representatives from Missouri's most progressive and successful companies. The Board meets quarterly and engages the Directors and Commissioners of six state agencies to meet the objective of strengthening Missouri's workforce system.



MoWIB Chair  
Mike Deggendorf



MoWIB Executive  
Director Nia Ray